



October 12, 2021

Dear Residents, Families and Employees,

Today marks the transition to Revera's mandatory staff vaccination policy. At our retirement residences, long term care homes, and in our Support Office located in Mississauga, Ontario, everyone who works at Revera is fully vaccinated; any who made the personal decision not to get fully vaccinated have been placed on an unpaid leave of absence or have left the company. Going forward, vaccination against COVID-19 is a requirement for all new hires, students and agency personnel too.

We first announced our intention to lead the way and implement a mandatory vaccination policy back in July, and then reiterated this intent together with a coalition of other private senior living operators in late August. It was considered a bold step, and though we were among the early adopters of mandatory vaccination for employees and volunteers, our strong belief was that it was the only path forward.

That belief holds firm today, as COVID is far from over and new variants continue to threaten the health and safety of Canadians, particularly vulnerable groups including seniors. Vaccines have proven to be highly effective, safe public health tools that significantly reduce the risk of serious illness and hospitalizations. When such powerful tools are available, tools we know will enhance the safety and wellbeing of our residents, families and staff, our policies must support their use.

This pandemic has been long, challenging and heartbreaking. Everyone wants to get to the point of a new "normal," when we can get back to the things we love to do, free of restrictions. We are getting there, slowly but surely, but we all need to do our part. Getting vaccinated, together with masking, social distancing and other measures, is something each of us can – and should – do.

I am proud that the overwhelming majority of our employees got their shots, becoming in the process part of Canada's increasingly fully vaccinated health-care workforce. I am also heartened that so many organizations in other sectors across the country have joined the call for mandatory vaccines. Our communities are safer for it.

Be well. Stay safe. Stay strong. Wear a mask. Get vaccinated.

Sincerely,

Thomas Wellner, President & CEO, Revera Inc.